

The logo for the Environmental Science Foundation (ESF) is located on the left side of the slide. It consists of the letters 'ESF' in a serif font, with a small graphic of a green leaf and an orange fruit (possibly an orange or apple) positioned below the 'S'.

ESF Board of Trustees Meeting

February 28, 2020



President's Report

DAVID AMBERG



STEPHANIE SPECCHIO

Associate Vice President for Communications & Marketing

Stephanie comes to us from Corning Community College where she served as the director of marketing and communications for the past five years. Prior to this, she held the position of director of communications at Cornell University School of Veterinary Medicine.

She holds a Master of Science in integrated marketing communication from West Virginia University. Stephanie brings a breadth and depth of directly relevant experience to ESF's unique marketing and communications needs.



LIZETTE RIVERA, ED.D

Director of Student Inclusion Initiatives and Special Assistant to the Chief Diversity Officer

Dr. Rivera, originally from Chicago, holds an Ed.D. from National Louis University, a master's degree from Roosevelt University, and a bachelor's degree from the University of Illinois at Urbana-Champaign.

She has extensive experience in inclusion, diversity, and equity work including serving as the Director of Diversity and College Access at the University of Wisconsin-Stevens Point, the Director of the Office of Diversity Services at Suffolk University, and the Director of Diversity/Inclusion and Student Activities at Westfield State University (MA).



REBECCA HODA-KEARSE

Title IX Coordinator and Affirmative Action Officer

Rebecca comes to us from Onondaga Community College where she served as Associate Vice President of Student Engagement and Learning Support. Prior to this, she held various positions at City University of New York. She holds a Master of Science in Education from Hunter College and did her undergraduate work at Houghton College.

Responsibilities under Title IX include coordinating and implementing the College Title IX and Violence Against Women Act compliance efforts in the context of strengthening the College's commitment to promoting an educational, working and living environment free from sexual harassment and violence, and gender-based discrimination. Rebecca will also provide ongoing consultation to the Chief Diversity Officer and other College officials as appropriate regarding Title IX requirements, grievance issues and compliance programs.

Responsibilities under EEO/AA include planning, analyzing, and directing all aspects of ESF's programs for EEO/AA including the annual review and update of policies and procedures related to affirmative action, as well as for the preparation of the annual affirmative action program; ensuring that effective and inclusive search processes are utilized; and monitoring campus climate and national trends relevant to EEO/AA and providing responsive leadership.

Recent Bias/Racist Incident in Centennial Hall

- Feb. 7th - Student seen writing a statement negatively targeting African Americans on a resident's door.
- Continued with an additional statement on Feb. 8th quoting John Wilkes Booth.
- Administration was notified late in the day on the 8th, promptly met and it was decided to remove the perpetrator immediately from campus pending a conduct review.
- Conduct review has been completed and appropriate action has been taken.
- Our response reflects our commitment to zero tolerance, transparent communication and swift action.



ESF – OCC Press event for MOU signing

Jan. 30, 2020

President Casey Crabill and Interim President David Amberg pictured right signing an articulation agreement, giving OCC students pursuing degrees in Liberal Arts & Sciences: Mathematics and Science a seamless pathway into 18 different bachelor's degree programs at ESF. OCC students who complete work toward an associate degree in Mathematics and Science with a 2.8 grade point average or higher will be eligible to transfer to ESF with junior status.

Similar MOU signed with Jefferson CC.



ESF Goes Smoking, Vaping and Nicotine Free

Jan. 1, 2020

Over the past several months we have been preparing to make ESF a smoke-, vape- & tobacco-free campus as of the 1st of the year.

This decision was communicated in the months prior to Jan. 1 including making smoking cessation courses available to the ESF community as offered through Upstate Medical University.

Includes extensive signage around the campus and all entry points to buildings.

This initiative is also part of our sustainability program; cigarette butts are the top plastic polluter.



Satellite Properties Task Force

The first phase of a deep financial audit of all assets has been completed and a final report is being generated.

Assets evaluated include: TIBS, CLBS and Pack Experimental Forest, Ranger School and Dubuar Forest, Newcomb Campus and Huntington Forest, Warrensburg Campus and Pack Demonstration Forest, Lafayette Field Station, and Heiberg Memorial Forest in Tully.

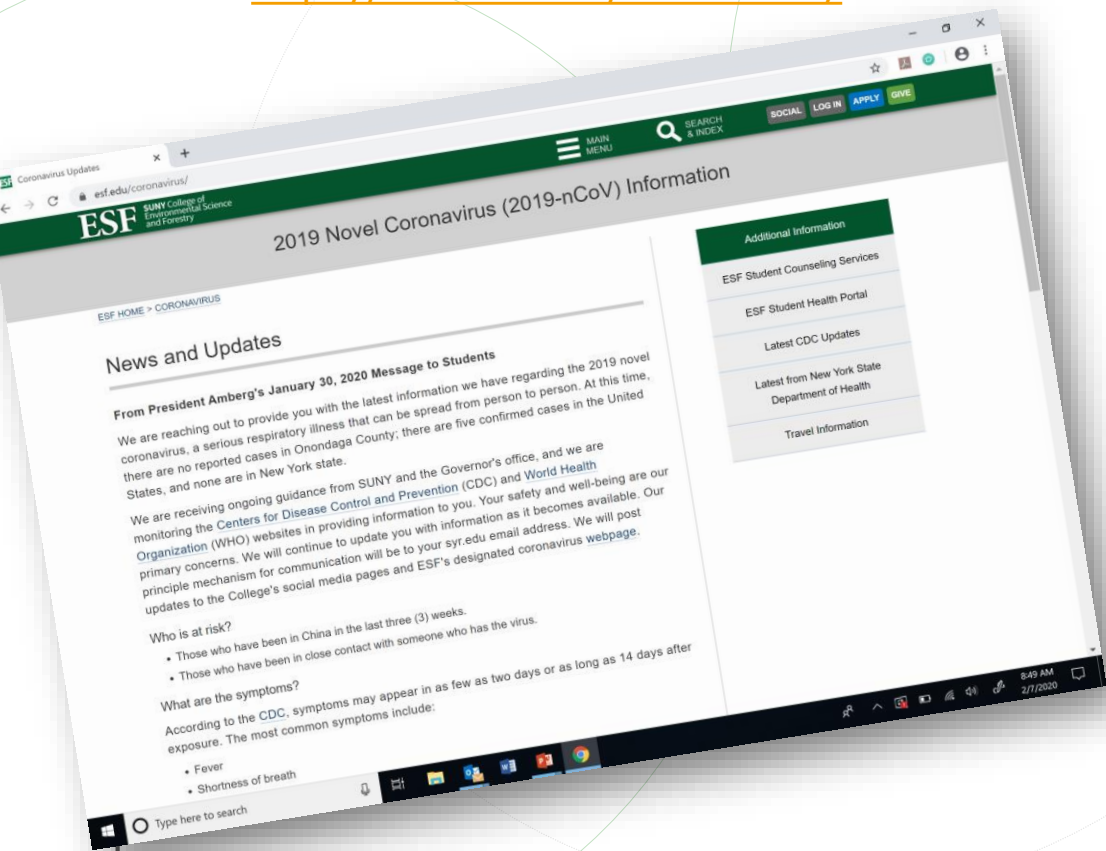
The 2nd phase will be for the task force to identify cost saving strategies and new revenue generation strategies to reduce negative financial impacts to the College while maintaining the unique value proposition of the properties.



Caitlin Lake, Huntington Forest

2019 Novel Coronavirus (COVID-19) Information

<https://www.esf.edu/coronavirus/>



- Multiple communications to campus keeping abreast of latest information.
- The CDC has raised its [Travel Advisory](#) on China and South Korea to a Level 3. Consistent with ESF practice, we do not send faculty or staff to countries with a CDC Level 3 without permission from the College president.
- In cases where students or staff feel it is in their best interest to be absent from class or work, we encourage flexibility in dealing with these absences.
- Created a webpage as a single source for current information and important resources.
- Working on a pandemic response procedure/protocol to maintain essential functions.

Team Led by Professor
James Gibbs
Rediscovered Two Giant
Tortoise Species
Thought to be Extinct

<https://www.localsyr.com/news/local-news/thought-to-be-extinct-suny-esf-professor-led-team-finds-giant-tortoise-in-galapagos-islands/>



Sloan Foundation Indigenous Graduate Partnership with The Center for Native Peoples and the Environment

For students of Native American, Alaskan Native, or Native Hawaiian descent.

Tuition waiver (ESF), fully funded stipend and health care (Sloan).

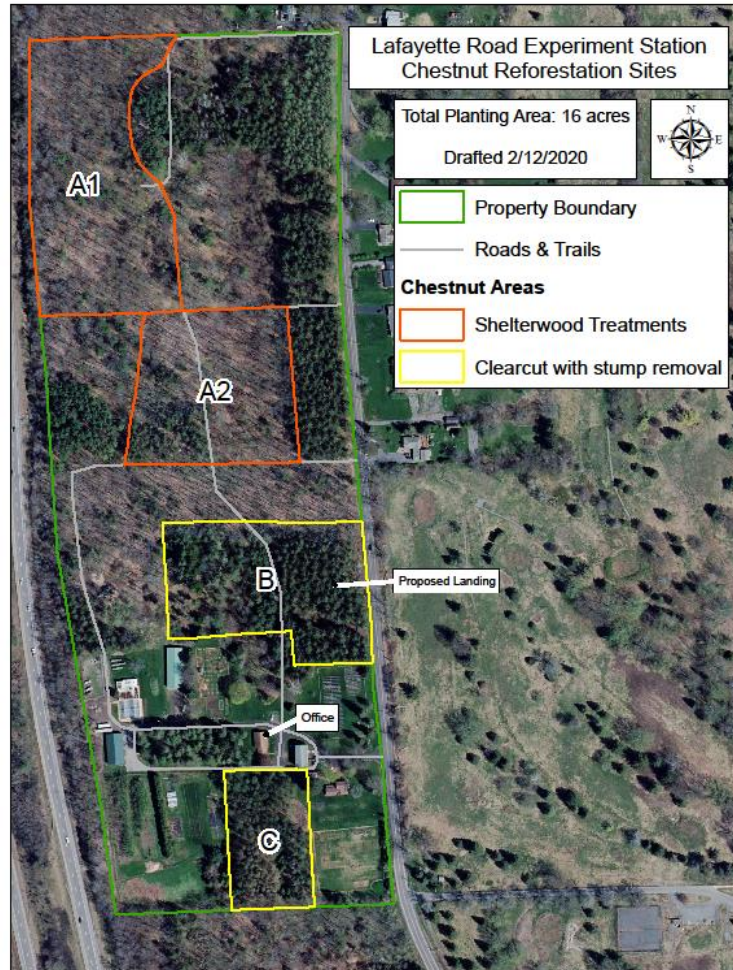
1 ESF funded student and 4 Sloan funded students added a year.

This year's fellows:

- Brad Thomas - Tuscarora Nation, Snipe Clan
- Dineh Judd - Navajo Nation
- Susannah Howard - Potawatomi Nation
- Mariah Gladstone - Amskaapi Pikuni, Kainai, and Tsalagi
- Biidaaban Reinhardt - Anishinaabe Ojibwe/Chippewa
- Avery Shane Old Coyote - Crow and Flathead Nation



American Chestnut Restoration Forest; \$3.2M Grant from the Templeton World Charity Foundation to Dr. Bill Powell



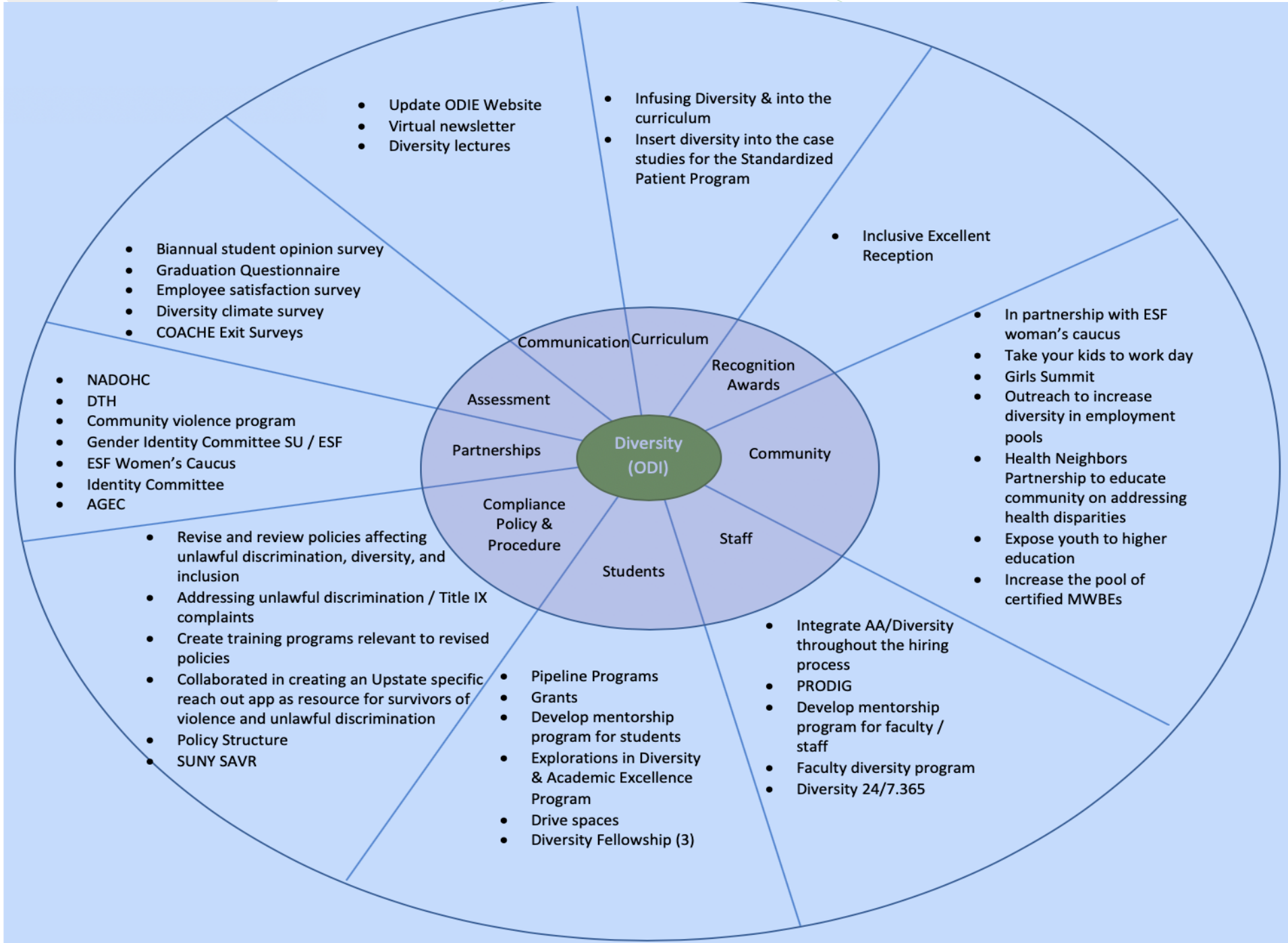


Questions?



Inclusion, Diversity and Equity

Dr. Malika Carter



Student Inclusion Initiatives

Our new Director of Student Inclusion Initiatives (Dr. Rivera) and our OIDE Graduate Fellows have begun working on the following programs:

Kaira Fuentes, Diversity Graduate Fellow
PhD Candidate: Environmental and Community Land Planning-GPES

- Men of Color Mentorship / Community Building
- Women of Color Mentorship / Community Building

Bobbetta Davis, Diversity Graduate Fellow
Conservation Biology, M.S. 2022

- Men of Color Mentorship / Community Building
- Women of Color Mentorship / Community Building
- LGBTQ+ Mentorship / Community Building / Campus Education



Student Inclusion Initiatives

Kaitlyn Simmons, Diversity Graduate Fellow
M.S. Candidate 2020, Environmental Studies/MPA

- Women in STEM Mentorship / Community Building
- Graduate Student Outreach
- Mental Health Awareness

Biidaaban M. Reinhardt, Diversity Graduate Fellow
M.S. Candidate 2020, Sustainable Construction
Citizen of the Sault Ste. Marie Tribe of Chippewa Indians

- Native American Mentorship / Community Building
- LGBTQ+ Mentorship / Community Building / Campus Education



Student Inclusion Initiatives: Military Veterans



Under the leadership of Dr. Rivera, OIDE will begin to develop a plan to increase ESF outreach to Military Veterans at our local community colleges. The target date for implementation will be Fall 2020.

Dr. Rivera is an Army Veteran and was deployed while in graduate school in support of Operation Enduring Freedom (OED). She also serves as the advisor for the newly formed SUNY ESF Veteran's Club.

Living Document Update: Moving the Needle on Inclusion, Diversity, and Equity at ESF

- NERCHE Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education
 - [https://www.wpi.edu/sites/default/files/Project Inclusion NERCHE Rubric -Self-Assessment-2016.pdf](https://www.wpi.edu/sites/default/files/Project%20Inclusion%20NERCHE%20Rubric%20Self-Assessment-2016.pdf)
- Questions Regarding Materials Presented 2/13/2020 to Campus Community (ITEMIZED LIVING DOCUMENT OBJECTIVES)
 - https://docs.google.com/presentation/d/1-M6Xc2WMePLTrat7B0EinZcbqUO5OBbF4outhkDldUw/edit#slide=id.g6ef7dd33d2_0_54



Dear ESF Campus Community,

Over winter break, the Inclusion, Diversity, and Equity Committee worked with the Facilities Department to provide free menstrual products in every restroom on campus. These products have previously been available in women's restrooms, but have now been placed in men's and all-gender restrooms as well. A list of locations of women's, all-gender, single-occupant, and accessible restrooms is available from the ESF Women's Caucus: <https://www.esf.edu/womenscaucus/documents/bathrooms.pdf>.

The reasoning behind placing menstrual products in all restrooms is simple: there are people on our campus who find themselves in need of these products, and they should have easy access to them. The Gender Expression Non-Discrimination Act (GENDA) states that all restrooms may be used by any person regardless of gender identity or expression. Women are not the only people who menstruate, and people of all genders should be able to access menstrual health products in any restroom they enter. The products are in small bins with lids, and can be easily avoided by those who are not in need of them.

One question that has been posed to the Committee is whether these products should be limited to the all-gender restrooms on campus. All-gender restrooms are very limited on campus; some buildings don't have any, or lack quickly navigable paths to those in other buildings. Timing access to these products when needed for ¼ of each month can be a challenge. If any period is extra heavy, or a person also has a mobility challenge or an extra time constrained schedule, the difficulty to reach an all-gender restroom would be far greater. Many folks who menstruate have preferred products and will only be using what's in the baskets when they don't have time or funds to get what works best for them. Lacking access to these products can negatively impact access to education and to work.

The IDE Committee is proud to be part of this initiative to promote equitable access to necessary health products for our entire campus community.

For more information on this and other inclusion, diversity, and equity initiatives, please visit www.esf.edu/ide. Additional information and resources regarding GENDA can be found via the New York Transgender Advocacy Group website at <https://www.nytag.org/genda>. Any questions, concerns, or ideas can be addressed to Dr. Lizette Rivera, Director of Student Inclusion Initiatives at lrivera@esf.edu.

Best,



IDE Committee: IDE Liaison Initiative

- Position made to increase the impact of the IDE committee, creating a point person in each academic and professional unit (decided by the VPs)
- Serves as a reminder that IDE work is for all on campus to commit to
- Gives a better representation of the campus for input in IDE topics
- Share their unit's contributions and learn from various entities what IDE topics need to be addressed, and how to better promote IDE efforts campus-wide
- Attend "train the trainer" workshops to learn to coordinate or facilitate anti-bias trainings and other workshops once a semester
- Relay news, events, and other notable points of interest between the IDE committee and their unit
- Serve as a point person in their unit for resources and questions about IDE
- Faculty liaisons in tenure track will have their work considered as a service appointment (per [Faculty Senate resolution 182-02-01](#))





Questions?



College Finances

JOSEPH RUFO

2019-20 State Operating Budget 2nd Quarter Update

2020-21 Governor's Executive Budget

ESF Deficit Reduction Plan



ESF 2019-20 Operating Budget - 2nd Quarter Update



REVENUE (\$000's)	Budget	Year-End Forecast	% of Total	Projected Variance: Year End vs Budget	
				\$	%
State Allocation: Base Annual Support	\$22,609.8	\$22,609.8	60.4%	\$0.0	0.0%
Campus Revenue - Tuition	\$19,132.0	\$19,055.7	50.9%	(\$76.3)	-0.4%
Scholarships/Waivers	(\$4,985.9)	(\$4,420.8)	-11.8%	\$565.1	-11.3%
Campus Revenue - College Fee & Interest	\$138.1	\$215.8	0.6%	\$77.7	56.3%
Total	\$36,894.0	\$37,460.5	100.0%	\$566.5	1.5%

ESF 2019-20 Operating Budget - 2nd Quarter Update



EXPENDITURES (\$000's)	Budget	Year-End Forecast	% of Total	Projected Variance: Year End vs Budget	
				\$	%
Personal Service - Regular	\$31,295.7	\$30,695.7	72.6%	(\$600.0)	-1.9%
Personal Service - Temporary	\$3,502.7	\$3,186.0	7.5%	(\$316.7)	-9.0%
OTPS: UG Student Scholarships	\$2,839.2	\$2,520.0	6.0%	(\$319.2)	-11.2%
OTPS: Grad Student Tuition Waivers	\$1,995.5	\$1,900.8	4.5%	(\$94.7)	-4.7%
Scholarships/Waivers	(\$4,834.7)	(\$4,420.8)	-10.5%	\$413.9	-8.6%
OTPS: SU Contract - Accessory Instruction	\$2,050.0	\$2,068.0	4.9%	\$18.0	0.9%
OTPS: Department Expenses	\$4,140.8	\$4,015.3	9.5%	(\$125.5)	-3.0%
OTPS: Utilities	\$1,803.7	\$1,781.9	4.2%	(\$21.8)	-1.2%
OTPS: SUNY Provided Services	\$506.9	\$506.9	1.2%	\$0.0	0.0%
Total	\$43,299.8	\$42,253.8	100.0%	(\$1,046.0)	-2.4%
Operating Surplus / (Deficit)	(\$6,405.8)	(\$4,793.3)	N/A	\$1,612.5	-25.2%

ESF 2019-20 Operating Budget - 2nd Quarter Update



CASH BALANCE (\$000)	As of 2/24/20	Year-End Forecast 6/30/20
\$'s	\$3,873.6	(\$2,107.6)
As % of Operating Expense	8.9%	-5.0%

Governor's 2020-21 Executive Budget Highlights

State Operated Campuses

Maintenance of Effort through 2024-25

- SUNY State Operated Campuses: \$708.0 million
- ESF: \$22.6 million

Predictable Tuition Plan for resident UG tuition rates through 2024-25

- State Operated Campuses: increases of up to \$200 / year

Retroactive salary payments

- State Operated Campuses: \$5.6 million
- ESF: ~\$80,000

Employee benefits fully funded

- ESF: ~\$16.0 million

Excelsior Scholarship Program

- Income eligibility increased from \$125,000 to \$135,000 in 2020-21 and \$150,000 in 2021-22



Governor's 2020-21 Executive Budget Highlights - ESF Non-Resident Undergraduate Tuition Rate

Legislation allows for the SUNY Board of Trustees to increase the ESF non-resident undergraduate tuition rates by a maximum of 10% annually for a four-year period starting in the 2020-21 academic year.



Like the SUNY University Centers (Albany, Binghamton, Buffalo and Stony Brook), ESF is a doctoral granting institution with an active and robust research program that benefits our undergraduates and an overall cost structure more consistent with the University Centers than the comprehensive colleges such as Cortland, Geneseo or Oswego.

Governor's 2020-21 Executive Budget Highlights

ESF Non Resident Undergraduate Tuition Rate



Incremental Revenue	2020/21			2021/22		
	Fall	Spring	Year	Fall	Spring	Year
Rate (1)	\$9,339	\$9,339	\$18,678	\$10,273	\$10,273	\$20,546
FTE (2)	342	315		342	315	
Revenue Base	\$3,193,938	\$2,941,785	\$6,135,723	\$3,513,332	\$3,235,964	\$6,749,295
Incremental Revenue			\$557,793			\$613,572
Less Financial Aid (3)			(\$223,117)			(\$245,429)
Net New Incremental Revenue			\$334,676			\$368,143
Cumulative Incremental Revenue			\$334,676			\$702,819
Incremental Revenue	2022/23			2023/24		
	Fall	Spring	Year	Fall	Spring	Year
Rate (1)	\$11,300	\$11,300	\$22,600	\$12,430	\$12,430	\$24,860
FTE (2)	342	315		342	315	
Revenue Base	\$3,864,665	\$3,559,560	\$7,424,225	\$4,251,131	\$3,915,516	\$8,166,647
Incremental Revenue			\$674,930			\$742,422
Less Financial Aid (3)			(\$269,972)			(\$296,969)
Net New Incremental Revenue			\$404,958			\$445,453
Cumulative Incremental Revenue			\$1,107,777			\$1,553,230

- (1) Assume annual increase of 10%
- (2) Assume 2019 - 20 actuals
- (3) Assume 40% Financial Aid offset to revenue each year

Governor's 2020-21 Executive Budget Highlights

State Operated Campuses

Capital Funding

- \$550M in critical maintenance funding
 - \$153.4 million is allocated among the State-operated/statutory campuses
 - ESF \$2.28 million
 - \$396.6 million is provided in a lump sum for priority critical maintenance projects
- \$300M (\$200M State share, \$100M Campus raised)
 - A new Strategic Needs Capital Matching Program for the advancement of priority projects, including major renovations and new construction of academic facilities at the State-operated campuses and statutory colleges
 - Allocation process determined by a plan to be developed by the Chancellor and approved by the Division of the Budget



ESF Deficit Reduction Plan

Required by the SUNY Budget Office in order to authorize SUNY to subsidize ESF during periods of insufficient cash to fund operating expenses

Currently in discussions with the SUNY Budget Office

Outlines opportunities for incremental revenue as well as cost savings, such as:

Revenue

- Non-resident undergraduate tuition rate
- Academic excellence and success fee
- Sponsored research salary recovery
- Enrollment
- College Foundation Unrestricted Donations

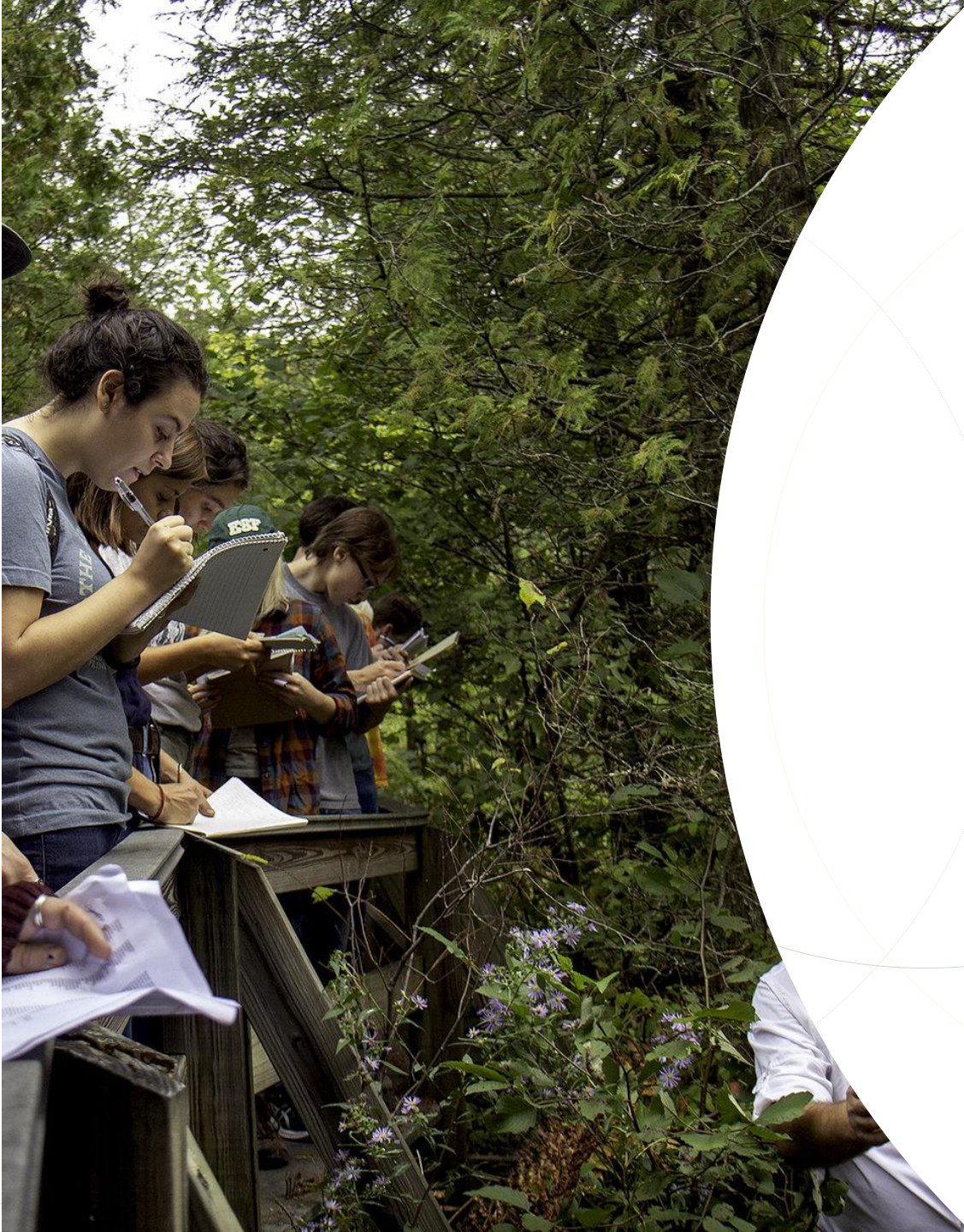
Expenditures

- General maintenance and operating efficiencies
- Energy savings
- Workforce reductions through attrition
- 90-day delay in filling positions
- ● SU Contract: accessory instruction





Questions?



Provost's Report

DAVID NEWMAN



OBSTE THERASME, PH.D.
Assistant Professor, Sustainable Resources Management

Dr. Obste Therasme received his Ph.D. in sustainable energy from ESF in 2019; M.S. in chemical engineering, Syracuse University and his B.S. in chemistry from the State University of Haiti, School of Sciences, Port-au-Prince, Haiti.

Prior to starting at ESF, Dr. Therasme was a research project assistant who characterized the environmental costs and benefits of chemicals derived from short-rotation willow crops conversion using Life Cycle Assessment; Integrating LCA and techno-economic analysis of these systems. He also designed and conducted experiments to study the variability in characteristics of short-rotation willow during storage prior to its use as a feedstock for bioenergy, biofuels and bioproducts production.

Dr. Obste's appointment started on Jan. 4.



CYNTHIA J. DOWNS, PH.D.
Assistant Professor, Environmental and Forest Biology
PRODiG Scholar

Dr. Downs received her Ph.D. in ecology evolution and conservation biology from the University of Nevada and her B.S. from ESF.

Cynthia is an ecological physiologist who investigates how the diverse physiological traits expressed by animals alter an animal's interaction with its environment and mediates the animal's ecology, population dynamics and evolutionary trajectories. Her research is largely focused at the organismal level, but because organismal-level phenotypes are not independent of each other, of the mechanisms that mediate expression of phenotypes, or of ecological and evolutionary history, she integrates studies across biological levels. Specifically, her research seeks to understand (1) mechanisms that mediate physiological traits and trade-offs, (2) how physiological traits determine life histories and population dynamics, and (3) how environmental conditions affect physiological phenotypes. Much of Dr. Downs' work asks questions in the area of ecological immunology.

Prior experience: assistant professor of vertebrate physiology at Hamilton College, postdoctoral positions at the University of Nevada and the Jacob Blaustein Institutes for Desert Research, Ben-Gurion University of the Negev, Israel.



ERICA L. MAJUMDER, PH.D.

Assistant Professor, Chemistry
PRODiG Scholar

Dr. Majumder received her Ph.D. in chemistry at Washington University and B.A. in chemistry with honors from Drury University.

Dr. Majumder's research employs 'omics-guided biochemistry to study the mechanisms and consequences of novel microbial metabolisms in environmental settings with three primary research themes: 1) environmentally-induced metabolic alterations (and their consequences), 2) gene and metabolite function in situ, and 3) environmental applications of novel microbial chemistries.

Prior to coming to ESF, Erica did postdoctoral appointments at The Scripps Research Institute and the University of Missouri.

ALEXANDER B. ARTYUKHIN, PH.D.

Assistant Professor, Chemistry

Dr. Artyukhin received his doctorate in materials science and engineering from the University of California-Davis. His expertise is in natural products, metabolomics, sex-specific metabolism, mass spectrometry, NMR, and the use of *C. elegans* as a model system. Dr. Artyukhin uses untargeted high-resolution LC-MS and GC-MS analysis to find and characterize new small molecules in living systems. His goal is to elucidate their structures and figure out how they are made and what they do in the organism; i.e., their biosynthesis and functions. He is particularly interested in sex-specific molecules in worms, mice, humans and beetles.

Prior experience: research associate at Boyce Thompson Institute, and held appointments at Virginia Commonwealth University, University of Texas Southwestern Medical Center, Lawrence Livermore National Laboratory, UC-Davis, Institute of Industrial Microorganism Genetics and Selection in Russia and University of Goettingen in Germany.



JULIA I. BURTON, PH.D.

Assistant Professor, Sustainable Resources Management

Dr. Burton received her Ph.D. from the University of Wisconsin-Madison in forest ecology; M.S. forest biology, ecology, conservation and management, University of Minnesota; and B.S. in forest ecosystem management and restoration, minor in conservation biology from University of Wisconsin-Stevens Point.

Her research interests lie in understanding how effects of disturbance and silvicultural forest management vary over space and time with climate; linking species composition and structure to ecosystem functions and services with trait-based models; and determining whether, and how, forest ecosystem functions and services can be sustained over time in the face of changes in climate and disturbance regimes using silvicultural forest management.

Prior experience: research assistant professor, Department of Wildland Resources at Utah State University and various positions at Oregon State University, University of Wisconsin-Madison, University of Minnesota, and University of Wisconsin-Stevens Point.



JOSHUA A. DREW, PH.D.

Assistant Professor, Environmental and Forest Biology

Dr. Drew received his Ph.D. from Boston University Marine Program; M.S. from SUNY Albany and B.A. from Drew University. He is an aquatic conservation ecologist working at the intersection of human and natural systems, and draws from a variety of disciplines including community ecology, biogeography, political ecology and historical ecology.

Prior to ESF, Joshua was a research associate at the American Museum of Natural History and held other positions at Columbia University, East West University, and Field Museum in Chicago.



DEEPAK KUMAR, PH.D.

Assistant Professor, Paper and Bioprocess Engineering

Dr. Kumar received his Ph.D. in biological and ecological engineering at Oregon State University; M.S. in agricultural engineering at the Indian Institute of Technology, Kharagpur, India; B.S. in agricultural engineering at Punjab Agricultural University, India.

Deepak's research interests are in valorization of food waste, agro-food industrial processing waste and byproducts to high-value products; biochemical and thermochemical conversion of agricultural and forestry residues to fuel, chemicals and bioproducts; bioconversions of waste fines from the recycled linerboard mills into sugars and bioplastics; development of novel fermentation technologies; enzyme application and kinetics; modeling and multi-objective optimization of biological and chemical processes; and techno-economic analysis and life cycle assessment.

Prior experience: research assistant professor, University of Illinois at Urbana-Champaign where he also served as a postdoctoral research associate.



KARIN PATZKE, PH.D.

Instructor, Environmental Studies, and Coordinator of The Writing Resource Center

Karin began as Visiting Assistant Professor in environmental studies in 2017 after receiving a Ph.D. in science and technology studies from Rensselaer Polytechnic Institute. She is now Instructor in the Writing, Rhetoric and Communications Program and Environmental Studies, as well as Coordinator of ESF's Writing Resource Center. Her teaching includes composition courses, as well as Sociology of Natural Resources and American Government.

Karin's research is at the intersection of science, technology, and environmental studies, where she draws on her training in science and technology studies to create community-focused support for writing, research and peer-to-peer tutoring. With collaborators across ESF's campuses, she has developed online tutoring, professional training for student tutors, and writing and research workshops. In this role, Karin looks forward to refining these programs to meet the needs of our diverse student community in collaboration with colleagues across campus.



MOHAMAD A. RAZKENARI, PH.D.

Assistant Professor, Sustainable Resources Management

Dr. Razkenari received his Ph.D. in construction management and M.S. in computer science from the University of Florida; M.S. in construction engineering and management, Sharif University of Technology; and B.S. in civil engineering from the Iran University of Science and Technology.

His research interests primarily focus on sustainability in the built environment and industrialized construction. Improving sustainability performance by implementing data-driven and computational methods. Identifying best strategies to promote design for manufacturing and assembly and to facilitate the implementation of industrialized offsite construction techniques.

Prior to his appointment at ESF, Mohamad served as research assistant at Powell Center for Construction and Environment in Gainesville, Florida and project engineer at Sharan Transportation Research Center, Tehran, Iran.

JEREMY E. THOMPSON, P.L.S.

Instructor, Sustainable Resources Management, Ranger School

Mr. Jeremy Thompson was hired this year as the lead instructor of the Land Surveying Technology Program at the Ranger School. Jeremy is a graduate of the Ranger School (1997), and has more than 20 years of land surveying experience. Most of his career has been spent with the company of Lafave, White and McGivern, in Theresa, New York. Jeremy received his New York state surveying license in 2007.

Mr. Thompson is actively engaged in the leadership of the New York State Association of Professional Land Surveyors (NYSAPLS), currently serving on its executive board. He has also held leadership positions in the Black River Valley Association of Professional Land Surveyors (president, vice-president and secretary), the National Association of Professional Surveyors, and other related organizations.

Jeremy teaches Introduction to Land Surveying; Computer Aided Drafting and Design I (CADD); Advanced Surveying Measurements and Computations; Survey Law; and CADD II.

Jeremy and his family have lived in southern St. Lawrence County for many years, and he is excited about his new teaching responsibilities.





**ENDONG WANG, PH.D., PE, CPC, LEED AP BD+C, AIC,
M.ASCE**

Associate Professor, Sustainable Resources Management

Dr. Wang received his Ph.D. in construction engineering and M.S. in building construction from the University of Nebraska; an M.S. in management science and engineering from Southeast University and B.E. in structural engineering from Nanjing University of Science and Technology.

Endong's research interests encompass life cycle performance of complex systems; advanced sustainability informatics; sustainable transportation development; big data-driven decision making and international construction management.

Prior to his appointment at ESF, Dr. Wang held the positions of assistant professor and program coordinator of Construction Management, University of Tennessee, Chattanooga; and postdoctoral research associate, Mechanical Engineering at the University of Wisconsin, Milwaukee.

YAQI YOU, PH.D.

Visiting Professor (2/3/2020); Assistant Professor, Environmental Resources Engineering (9/1/2020)

Dr. Yaqi You joined ESF in February as a Visiting Professor and her appointment as an Assistant Professor will start in September, 2020.

Yaqi received her Ph.D. and M.S. degrees in environmental engineering from Johns Hopkins University and B.S. in environmental science from the Nanjing University of Technology in China.

Her research targets interactions between microbiomes and emerging contaminants in both natural and engineered systems towards innovative solutions for resource recovery and reuse, ecosystem sustainability, and public health improvement.

- Prior to ESF, she was a Visiting Assistant Professor at Idaho State University.



Faculty Workload

- Faculty have varying responsibilities for teaching, research, service, and administration
 - Common allocations for Professors are 40:50:10 or 50:40:10
 - Instructors are expected to teach 8 courses for 100:0:0
 - A 3-CH course is generally considered 12.5%
- For the most part, faculty teach 3-4 classes/year
 - Many also teach seminars, independent studies, and others
- Class sizes will vary depending on UG v. Grad, lower vs. upper division, etc.
- Likewise, credit hours vary from 1-6 for a course
 - Most courses are 3 CH
- At the Department level, a variety of factors influence credit hour production



Credit Hour Production for 2018-19

Dept.	# Faculty	Faculty	Other	Staff	Visiting	Total	Faculty Average	Faculty Median	# Students
Gen Ed	8	3,640			1,209	4,849	455.0	404	
FNRM/SRM	20	8,187	208	3	2,543	10,941	409.4	314	373
EFB	30	11,964	284	1,520	5,516	19,284	398.8	310	803
CHEM	15	5,923	66		345	6,334	394.9	122	102
RST	6	2,042			212	2,254	340.3	345	55
ERE	10	2,733		355	669	3,757	273.3	233	182
PBE	12	2,331			548	2,879	194.3	155	132
EST	14	2,644	17	180	2,718	5,559	188.9	174	168
LAS	9	1,683	10		1,229	2,922	187.0	188	114
Total	124	41,147	585	2,058	14,989	58,779	331.8	249	1,929
Other	125	41,249	1,677	3,050	14,383	60,359			2,185
% of Total		68.3%	2.8%	5.1%	23.8%	100.0%			



Funding for temporary services 2019-2020



Department/Unit	Teaching	Non-teaching	Total
Chemistry	\$28,500	\$11,600	\$40,100
EFB	\$98,944	\$83,212	\$182,156
Env. Studies	\$33,755	\$12,000	\$45,755
Env. Science	\$25,382	\$6,500	\$31,882
ERE	\$42,985	\$17,625	\$60,610
FNRM/SRM	\$147,118	\$22,399	\$169,517
Ranger School	\$7,854	\$5,500	\$13,354
LA	\$122,769	\$0	\$122,769
PBE	\$135,673	\$31,500	\$167,173
ES - Gen Ed.	\$93,203	\$11,000	\$104,203
ES - WRCP	\$280,231	\$5,000	\$285,231
Enrollment Mgt.	\$0	\$147,441	\$147,441
Library	\$37,497	\$1,878	\$39,375
OIGS	\$6,000	\$49,000	\$55,000
Open Academy	\$60,280	\$10,000	\$70,280
GLRC	\$0	\$28,247	\$28,247
Student Affairs	\$0	\$2,400	\$2,400
Totals	\$1,120,191	\$445,302	\$1,565,493

Research Expenditure from 2015-2019

DEPT	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	TOTAL
EFB (33 Faculty)	\$4,975,096	\$5,210,988	\$5,291,242	\$5,124,036	\$5,851,405	\$26,452,767
SRM (20 Faculty)	\$2,794,830	\$3,353,789	\$3,581,203	\$3,408,176	\$3,240,450	\$16,378,448
CHEM (15 Faculty)	\$1,213,589	\$991,747	\$1,477,887	\$1,269,037	\$1,326,206	\$6,278,467
ERE (9 Faculty)	\$705,874	\$943,561	\$781,517	\$441,566	\$508,995	\$3,381,513
PBE (12 Faculty)	\$510,864	\$394,732	\$1,179,894	\$264,699	\$237,793	\$2,587,982
EST (13 Faculty)	\$467,474	\$478,253	\$221,102	\$107,754	\$257,781	\$1,532,365
LAS (9 Faculty)	\$283,335	\$226,051	\$216,783	\$307,534	\$208,676	\$1,242,378
Total (111 Faculty)	\$10,951,063	\$11,599,121	\$12,749,628	\$10,922,803	\$11,631,307	\$57,853,921
Natural Heritage Program	\$2,402,668	\$2,341,867	\$2,704,787	\$2,679,947	\$2,800,549	\$12,929,817
Other Research Support	\$2,193,112	\$876,570	\$802,887	\$405,530	\$376,866	\$4,654,965
Other Administration	\$496,766	\$491,946	\$362,886	\$381,266	\$752,477	\$2,485,341
Total Other	\$5,092,546	\$3,710,382	\$3,870,560	\$3,466,743	\$3,929,892	\$20,070,123
TOTAL	\$16,043,609	\$15,309,504	\$16,620,188	\$14,389,545	\$15,561,199	\$77,924,044

74% of the expenditures were from departments, or \$521K/faculty member (\$104K/year)



Individuals Producing >\$60K/year by Department

More than \$60,000/year			Admin/Retired		Faculty	
EFB	20	26,855,834	4	5,113,146	16	21,742,687
FNRM	9	14,729,633	1	6,961,462	8	7,768,171
CHEM	5	5,699,790	1	1,063,100	4	4,636,690
ERE	6	3,445,382	1	406,843	5	3,038,539
PBE	4	2,089,408	1	857,564	3	1,231,844
EST	1	678,615			1	678,615
LA	1	460,402			1	460,402
Total	46	53,959,065	8	14,402,116	38	39,556,948



Individuals Producing >\$40K/year by Department

More than \$40,000/year			Admin/Retired		Faculty	
EFB	24	27,867,903	5	5,323,972	19	22,543,931
FNRM	13	15,711,219	2	7,162,918	11	8,548,302
CHEM	7	6,186,616	1	1,063,100	6	5,123,515
ERE	6	3,445,382	1	406,843	5	3,038,539
PBE	4	2,089,408	1	857,564	3	1,231,844
EST	2	947,998			2	947,998
LA	2	717,144	1	256,743	1	460,402
Total	58	56,965,670	11	15,071,140	47	41,894,530



Workload issues of teaching and research

- ESF maintains a high percentage of teaching (~70%) done by faculty
- Visiting faculty are used for a variety of reasons and make up about 24% of the total credit hours produced
 - We are spending about \$1.1 million for visiting faculty this year
- Our research productivity has remained steady
- Our per capita research output is high, relative to the rest of SUNY...
 - but, is impacted heavily by our work with the state (DEC)



Closing thoughts

- We are encouraging department chairs to examine individual faculty work allocations to account for teaching and research productivity
- We have been decreasing the amount of temporary service expenditures in recent years as we have hired 25, mostly replacement, tenure-track positions in the last 2 years
- The new focus on graduate assistantships and their re-allocation has brought the workload issue into new focus in the College



Questions?





Middle States Self-study Process for Reaffirmation of Accreditation

SOPHIE GUBLO-JANTZEN

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SUNY COLLEGE OF ENVIRONMENTAL SCIENCE AND FORESTRY

Print SAS

CEO: Dr. David Amberg, Interim President
Accreditation Liaison Officer: Dr. Sophie Gublo-Jantzen
Commission Staff Liaison: Dr. Hilda Colon Plumey, Vice President
Carnegie Classification: Doctoral Universities: Moderate Research Activity » Four-year, small, primarily residential
Control: Public
Former Name(s): College of Forestry at Syracuse University (9/1/1971)
Phase: Accredited
Status: Accredited
Accreditation Granted: 1952
Last Reaffirmation: 2017
Next Self-Study Evaluation: 2021-2022
Next Mid-Point Peer Review: 2026

Contact Information

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Syracuse, NY 13210-2778
[\(315\) 470-6500](tel:(315)470-6500)
www.esf.edu

What is MSCHE Accreditation?

- The Middle States Commission on Higher Education is a voluntary, non-governmental, regional membership association currently serving higher education institutions in DE, DC, MD, NJ, NY, PA, PR, & VI, and other geographic areas in which the Commission conducts accrediting activities.
 - Principles: Quality Assurance, Regulatory Compliance, Continuous Improvement, Sustainable Business Model
- Institutional accountability, self-appraisal, improvement, and innovation through peer review and the rigorous application of standards within the context of institutional mission through a peer review model.
 - Process: 10-year Cycle, 5-year Mid-point Data Review, 2-year Self-Study Process
 - Deliverables: Self-Study Design, Evidence Inventory, Verification of Compliance, Self Study Report, Annual Institutional Update



First Deliverable – Self-study Design (SSD)

- Functions as a “proof of concept” for the final report
- VP Liaison uses it to help us proactively shape the report for success
- Identifies the active participants and their roles in evidence gathering and report writing
- Requires detailed Project Timeline and Communication Plan
- Final Self-study Report builds upon the accepted SSD document



Upcoming Highlights

2/18/2020: Self-study Design draft available to campus for comment

3/30/2020: Self-study Design submitted to VP Liaison

4/21/2020: VP Liaison visits ESF Campus

Summer 2020: Recommended revisions completed & SSD accepted



Researchers with Chestnut saplings in greenhouse

Questions?